



**MEMORANDUM
HUMAN RESOURCES**
County of Placer

TO: Honorable Board of Supervisors **DATE:** January 25, 2022
FROM: Kate Sampson, Director of Human Resources
BY: Suzanne Holloway, Human Resources Manager
SUBJECT: Adjustment to Salary Grades U10, U11, and U12 to Comply with California Minimum Wage

ACTION REQUESTED

Adopt an ordinance, introduced January 11, 2022, amending the un-codified Schedule of Classifications and Compensation Ordinance to comply with California State minimum wage law for calendar year 2022.

BACKGROUND

Effective January 1, 2022, California law established a new minimum wage of \$15 per hour for employers with 26 employees or more. As a Charter County, Placer County was previously not subject to State minimum wage laws; however, as a result of *Marquez v City of Long Beach* (2019) 32 Cal. App. 5th 552, the State minimum wage now applies to all counties and charter cities.

Of Placer County's current salary grades, three fall below the newly established California minimum wage requirement. Each of these is in the unclassified service and includes classifications that are seasonal/extra help only. The salary grades, along with the classifications assigned to each, are as follows:

- Salary Grade U10: Elections Aide and Student Intern
- Salary Grade U11: Lifeguard
- Salary Grade U12: Senior Elections Aide

Of these, only the Student Intern classification has staff actively working at this time. It is recommended that these salary grades be increased to reflect the new minimum wage of \$15 per hour for calendar year 2022 to be compliant with the State statute [Gov. Code § 1182.12]. It is further recommended that the increase be effective pay period 16, which begins on January 1, 2022.

FISCAL IMPACT

Based on the hours worked by incumbents in Fiscal Year 2020-21, the estimated fiscal impact is \$34,000 annually. The additional cost of approximately \$17,000 for the remainder of Fiscal Year 2021-22 will be absorbed within adopted departmental budgets.

ATTACHMENTS

Attachment 1 – Ordinance

Before the Board of Supervisors County of Placer, State of California

In the matter of: An ordinance amending the un-codified Schedule of Classifications and Compensation Ordinance to comply with California State minimum wage law for calendar year 2022.

Ordinance No.: _____

Introduced: January 11, 2022

The following Ordinance was duly passed by the Board of Supervisors of the County of Placer at a regular meeting held _____, by the following vote:

Ayes:

Noes:

Absent:

Signed and approved by me after its passage.

Chair, Board of Supervisors

Attest:

Clerk of said Board

THE BOARD OF SUPERVISORS OF THE COUNTY OF PLACER, STATE OF CALIFORNIA, DOES HEREBY ORDAIN AS FOLLOWS:

Section 1. That the un-codified Schedule of Classifications and Compensation Ordinance is hereby amended to read as follows (additions to ordinance shown in bold and underline):

UNCL U10 Salary Admin Plan

Range A	
Step 1	44.38 <u>15.41</u>
Step 2	45.10 <u>16.18</u>
Step 3	45.86 <u>16.99</u>
Step 4	46.65 <u>17.84</u>
Step 5	47.48 <u>18.73</u>

Range B	
Step 1	14.00 <u>15.00</u>
Step 2	14.35 <u>15.38</u>
Step 3	14.71 <u>15.76</u>
Step 4	15.08 <u>16.15</u>
Step 5	15.45 <u>16.56</u>
Step 6	15.84 <u>16.97</u>
Step 7	16.24 <u>17.40</u>
Step 8	16.64 <u>17.83</u>
Step 9	17.06 <u>18.28</u>
Step 10	17.48 <u>18.73</u>

UNCL U11 Salary Admin Plan

Range A	
Step 1	44.65 <u>15.69</u>
Step 2	45.38 <u>16.47</u>
Step 3	46.15 <u>17.30</u>
Step 4	46.96 <u>18.16</u>
Step 5	47.80 <u>19.07</u>

Range B	
Step 1	14.25 <u>15.27</u>
Step 2	14.61 <u>15.65</u>
Step 3	14.97 <u>16.04</u>
Step 4	15.35 <u>16.44</u>
Step 5	15.73 <u>16.86</u>
Step 6	16.13 <u>17.28</u>
Step 7	16.52 <u>17.71</u>
Step 8	16.94 <u>18.15</u>
Step 9	17.36 <u>18.61</u>
Step 10	17.80 <u>19.07</u>

UNCL U12 Salary Admin Plan

Range A	
Step 1	45.02 <u>16.10</u>
Step 2	45.77 <u>16.90</u>
Step 3	46.56 <u>17.75</u>
Step 4	47.39 <u>18.63</u>
Step 5	48.26 <u>19.57</u>

Range B	
Step 1	14.62 <u>15.67</u>
Step 2	14.98 <u>16.06</u>
Step 3	15.36 <u>16.46</u>
Step 4	15.75 <u>16.87</u>
Step 5	16.14 <u>17.29</u>
Step 6	16.54 <u>17.73</u>
Step 7	16.95 <u>18.17</u>
Step 8	17.38 <u>18.62</u>
Step 9	17.81 <u>19.09</u>
Step 10	18.26 <u>19.57</u>

Section 2. That this ordinance shall be effective on January 1, 2022.

Section 3. That this ordinance is adopted as an un-codified ordinance.

